

UNION PROPOSAL #4

Section x.x.xx - Restrictions on Emergency Activation (CAMP and AEA)

Due in part to increasing climate events, extended emergency activation of represented employees has been more frequent in recent years. As such activations are likely to continue, the following provisions are enacted promoting the safety and wellness of represented employees:

1. To the extent feasible, represented employees shall not be activated for shifts of 12+ hours for more than three consecutive days. To the extent feasible, after working three consecutive days of 12+ hours in emergency response, the represented employee shall receive a minimum of 36 consecutive hours off before resuming emergency response activities.
2. To minimize instances of employees being scheduled/expected to work more than three consecutive days, every emergency response function (including field team leads) shall have a designated back-up employee assigned. Further, the EOC staffing list shall be updated no less than quarterly by the Office of Emergency Management.
3. In the event an employee codes 24 or more hours of Unpaid Disaster Management time in one calendar year, their vacation accrual cap shall be immediately increased by 24 hours.
4. In no event shall a represented employee be scheduled/expected to work more than 60 hours in one work week due to their participation in emergency response. Should this occur, any hours worked in excess of 60 in one work week shall be paid overtime.